Continuous Professional Learning Statement

Non scholae sed vitae discimus.

“Powerful, significant and long-lasting professional development happens when teachers engage together to solve real problems and make new meanings for application in real classrooms” (CUREE, 2003 cited in Pickering et al. 2007: 117).

Professional Development Standards (DfE, 2016)
Villiers’ Continuous Professional Learning (CPL) programme upholds the DfE standards:
1) Professional Development should have a focus on improving and evaluating pupil outcomes.
2) Professional development should be underpinned by robust evidence.
3) Professional development should include collaboration and expert challenge.
4) Professional development programmes should be sustained over time.
And all this is underpinned by, and requires that:
5) Professional development must be prioritised by school leadership.

Continuous Professional Learning (CPL)
- The Villiers CPL programme takes place every Monday evening between 3.30 and 5pm. Additionally from September 2018, all staff will have 1 hour of collaborative planning every Monday afternoon from 2.30 – 3.30pm. (Standards 3, 4 & 5)
- It is responsive to the needs of staff and is heavily influenced by evidence-based practice, Performance Management Review targets, Lesson Observations, Learning Walks, Learning Looks, Departmental Reviews and achievement information coming from data collection. (Standards 1, 2, 3)
- The choice of learning activities forming part of the programme is made with the intention of continually improving student achievement through securing consistently high-quality teaching and learning. (Standard 1)
- Teachers will experience a mixed programme of whole-staff, all-teachers, teacher-selected/guided activities as well as lesson study (in pairs or triads) and coaching and mentoring. (Standards 2 & 3)
- Departmental meetings and collaborative planning meetings are integral to the CPL programme and provide time to evaluate and develop subject-specific pedagogy and plan schemes of learning, assessment, standardisation and moderation. (Standards 1 & 3)
- Teachers are encouraged to evaluate the CPL programme and individual activities as part of our quality assurance process and to consolidate their learning. (Standard 2)
- The school engages with and regularly uses Ealing Local Authority’s training programmes where these will secure staff confidence and efficacy in improving student outcomes. (Standard 1)
- External training may be applied for by completing an exeat form following discussion with your Head of Department. (Standard 5)
- It is an expectation that teachers evaluate all external training so that the Senior Leadership Team (SLT) may evaluate impact and cost-effectiveness and so that teachers consolidate their learning. (Standard 5)
- The school has a number of partnerships with Higher Education institutions and hosts ITT placements as well as training Teach First and Schools Direct participants. (Standard 3)